

# Workplace Alaska

## Class Specification Industrial Therapist

**Created:**  
08/20/1997 by Adrienne Snow  
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**Class Title:** Industrial Therapist  
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10/16/1995 - Spec update; salary range change (NC)  
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Job Code and AKPAY Code fields; Replaced Category field  
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**Last Update Comments:**

### Definition:

Industrial Therapists provide individual and group industrial rehabilitative therapy programs through directed activities to clients with physical or mental disabilities or disorders. As a member of an interdisciplinary therapeutic team plans, organizes, and directs industrial rehabilitation programs in an effort to promote, maintain or restore physical and mental health.

### Distinguishing Characteristics:

Industrial Therapists, under general direction of the institutional therapeutic team or higher level therapist, plan, organize and direct an industrial therapy program to prepare, train, place and supervise patients in successful employment inside and outside the hospital environment.

Recreation Therapists are concerned with the treatment and rehabilitation of residents with physical or mental disabilities or disorder of any age. As a member of an interdisciplinary therapeutic team plans organizes, and direct recreational programs and special event activities in an effort to promote, maintain or restore physical and mental health.

Occupational Therapists provide individual rehabilitative therapy through directed activities. Programs are designed to help individual patients regain physical or mental functioning skills.

Physical Therapists plan and administer prescribed physical therapy treatment programs for patients to restore function, relieve pain and prevent disabilities and maximize body mobility.

Rehabilitation Therapist Coordinators direct patient care and rehabilitation through subordinates responsible for occupation therapy programs, industrial therapy programs, recreation and activity therapy programs.

### Examples of Duties:

Plans, organizes, supervises, and coordinates institutional industrial therapeutic programs designed to aid the patients rehabilitation and recovery.

Use therapeutic techniques to develop, rehabilitate, and/or expand job interests, job goals, skills, training, orientation, continuing education, and job potentials.

Tests and interviews patients in order to select appropriate therapeutic work experience within the hospital, paying particular attention to the patients' interests, aptitudes, job histories and job potentials.

Develops, organizes, and supervises clinically appropriate work experiences inside the institutional setting.

Coordinates and confers with medical and other staff to prepare job plan for patients and job goals within the hospital structure that may lead to job placement or training outside the hospital.

Represents the institution and coordinates with federal, state, governmental, community health care and vocational agencies and/or private employers to arrange, develop and coordinate industrial therapy programs, training and jobs for patients.

Attends treatment team meetings; provide recommendations for treatment goals; evaluates patient/resident therapeutic treatment needs, prepares records, progress notes, and evaluations.

Provides training and/or supervision of the activities of volunteers and non-professional employees, and clients.

With aid of rating scales, evaluates patient' performance while on the job in terms of quality and quantity of work, interest in the work, aptitudes for the work, and potential for future training.

Leads, instructs, and provides close supervision of patients to assure that they get to the job on time, work well while on the job, and complete job assignments.

As a member of the rehabilitation team, attends regular staff and team meetings to plan, evaluate and assess treatment programs.

Prepares and administers the industrial therapy program budget; approves purchases of supplies and equipment for the industrial therapy program.

Attends in-service training and meetings.

Performs other related work as required.

**Knowledge, Skills and Abilities:**

Considerable knowledge of theory and techniques of industrial therapy for pre-vocational, job training, placement, orientation supportive employment and activities commonly used in industrial therapy work.

Working knowledge of interviewing and guidance techniques.

Working knowledge of construction and use of special equipment used in the industrial therapy field.

Working knowledge of physical and psychological problems of the physically and mentally disabled.

Working knowledge of principles of supervision and management.

Ability to plan, direct and evaluate treatment programs on an institutional wide basis.

Ability to lead and instruct nonprofessional and volunteers in industrial activities.

Ability to establish and maintain therapeutic relationship with patients.

Ability to prepare reports and maintain records.

Ability to analyze situations accurately and take effective action.

Ability to control hostile or unruly individuals or groups.

**Minimum Qualifications:**

Graduation from an accredited college with major course work in vocational guidance and counseling, psychology, sociology, occupational therapy, or closely related field.

AND

One year of experience in vocational rehabilitation, industrial therapy, or vocational counseling.

Substitution: A Master's degree from an accredited college with major course work in vocational guidance and counseling, psychology, sociology, occupational therapy, or closely related field.

OR

Experience in vocational rehabilitation, industrial therapy, or vocational counseling may be substituted for the degree on a year-for-year basis.

Special Requirement: Incumbents work with physically and/or mentally impaired or debilitated individuals. Most positions require the physical ability to assist the clients with gross motor skill and fine motor skill activities.

**Required Job Qualifications:**

**(The special note is to be used to explain any additional information an applicant might need in order to understand or answer questions about the minimum qualifications.)**

**Special Note:**

Incumbents work with physically and/or mentally impaired or debilitated individuals. Most positions require the physical ability to assist the clients with gross motor skill and fine motor skill activities.

**Minimum Qualification Questions:**

Do you have a Bachelor's degree from an accredited college with major course work in vocational guidance and counseling, psychology, sociology, occupational therapy or a closely related field?

AND

Do you have one year of experience in vocational rehabilitation, industrial therapy or vocational counseling?

**Or Substitution:**

Do you have a Master's degree from an accredited college with major course work in vocational guidance and counseling, psychology, sociology, occupational therapy or a closely related field?

**Or Substitution:**

Do you have a combination of education (32 semester or 48 quarter hours equals one year) and/or experience in vocational rehabilitation, industrial therapy or vocational counseling to equal five years?